In the Claims

Please amend Claims 17-20 and 22, cancel Claims 1 through 16, and add new Claims 23 through 46 before calculating the filing fee in the above-styled patent application.

Claims 1-16 (Cancelled).

17.   (Currently Amended) A competitive rewards database system comprising:

a)   a ~~competitive rewards database subsystem having a~~ competitive rewards database ~~and a data communications channel~~ <u>operative to receive raw competitive rewards data comprising competitive rewards data for employees of an entity and competitive rewards data from a plurality of sources other than the entity</u>;

b)   <u>data</u> mapping ~~data~~ <u>table</u> for automatically mapping ~~member~~ <u>the raw competitive rewards</u> data prior to incorporation into the competitive rewards database <u>by mapping the raw competitive rewards data to benchmarks comprising job function, discipline or scope</u>;

c)   ~~at least one member~~ <u>a</u> computer system<u>, coupled to the competitive rewards database via a data communications channel, operative to provide the competitive rewards data for employees of the entity to the competitive rewards database on behalf of the entity</u> ~~having a data feed coupled to the data communications channel~~;

~~d)   a data capture tool operable to adjust the mapping of member data;~~ and

e)   a rewards workbench operable to query the competitive rewards database <u>in support of analysis of the mapped competitive rewards data</u>.

18.   (Currently Amended) The system of Claim 17 wherein the competitive rewards ~~database contains~~ <u>data for the entity comprises employment data for the employees of the entity, the employment data comprising</u> at least one <u>of</u> base pay data, long term incentive pay data and annual incentive pay data.

19.   (Currently Amended) The system of Claim 18 wherein the competitive rewards data~~base~~ contains at least one calculated data value.

20. (Currently Amended) The system of Claim 17 ~~wherein the~~ further comprising a data capture tool ~~is coupled to a data network and is~~ operable to provide remote access to at least a portion of the competitive rewards database.

21. (Original) The system of Claim 17 wherein the rewards workbench is coupled to a data network and is operable to provide remote access to at least a portion of the competitive rewards database.

22. (Currently Amended) The system of Claim 17 wherein the rewards workbench is operable to automate data feeds from the competitive rewards database to at least one third party human resources management system.

23.   (New)   A method for administering a competitive rewards database comprising:

a)   receiving raw competitive rewards data comprising competitive rewards data for employees of an entity and competitive rewards data from a plurality of sources other than the entity;

b)   automatically mapping the raw competitive rewards data for incorporation into the competitive rewards database by mapping the raw competitive rewards data to benchmarks comprising job function, discipline, or scope;

c)   incorporating the mapped competitive rewards data into the records of the competitive rewards database; and

d)   analyzing the mapped competitive rewards data by performing a competitive rewards analysis for one or more of the employees of the entity.

24.   (New)   The method of Claim 23 wherein the competitive rewards data for employees of the entity comprises human resources (HR) management system data.

25.   (New)   The method of Claim 23 wherein the competitive rewards data for the entity comprises employment data for the employees of the entity, the employment data comprising at least one of base pay data, long term incentive pay data, annual incentive pay data, incentive data and benefit plan provision data.

26.   (New)   The method of Claim 23 wherein the step of mapping the raw competitive rewards data comprises translating, scaling, reformatting or calculating portions of the raw competitive rewards data for compatibility with the benchmarks.

27.   (New)   The method of Claim 23 further comprising the step of using a data capture tool to adjust the mapping of the raw competitive rewards data.

28. (New) The method of Claim 23 further comprising the step of using a rewards workbench to query the competitive rewards database in support of analyses of the mapped competitive rewards data, the analyses comprising at least one selected from a group comprising evaluation of prevalence of reward practices and plan provisions, comparison of member reward values to specific comparator groups, development of market reference data, model and development of base pay structure, analyses of competitive rewards cost implications, and data mining analyses.

29. (New) The method of Claim 23 further comprising the step of using a rewards workbench to automate a data feed between the competitive rewards database and at least one third party human resources management system that is not associated with the entity, thereby supporting a submission of certain mapped competitive rewards data in the form of a survey to the third party human resources management system.

30. (New) The method of Claim 23 wherein the step of analyzing the mapped competitive rewards data comprises a competitive rewards analysis, a total compensation planning analysis or a performance-based analysis.

31. (New) The method of Claim 23, wherein the step of receiving the raw competitive rewards data comprises receiving the raw competitive rewards data at the competitive rewards database on a periodic basis.

32. (New) The method of Claim 23, wherein the step of receiving the raw competitive rewards data comprises:

sending a polling signal from the competitive rewards database to a computer system operated on behalf of the entity; and

responsive to the polling signal, transmitting the competitive rewards data for the employees of the entity from the computer system to the competitive rewards database.

33. (New) The method of Claim 23, wherein the data mapping step comprises using a data mapping table to map without manual intervention the raw competitive reward data based on benchmark global job matches.

34. (New) The method of Claim 23 further comprising the step of generating a report in response to completing the analysis of the competitive rewards data.

35. (New) The method of Claim 23, wherein the step of analyzing the mapped competitive rewards data generates an up-to-date mapping for competitive rewards data of the employees for the entity to at least one of the benchmarks.

36. (New) The method of Claim 23, wherein the step of analyzing the mapped competitive rewards data comprises a comparison of the competitive rewards data for the employees of the entity to one of the benchmarks maintained by the competitive rewards database.

37.　(New)　A method for managing competitive rewards data for an entity, comprising:

obtaining the raw competitive rewards data for incorporation in a database, the raw competitive rewards data comprising competitive rewards data for employees of the entity and competitive rewards data from a plurality of sources other than entity;

using a data mapping table to automatically map the raw competitive rewards data for incorporation into the database by mapping the raw competitive rewards data to a plurality of employment-related benchmarks;

storing the mapped competitive rewards data in a plurality of records of the database;

completing an analysis of the mapped competitive rewards data for one or more of the employees of the entity based on a selected one of the benchmarks; and

generating a report presenting results of the analysis.

38.　(New) The method of Claim 37, wherein the competitive rewards data for employees comprises employment data for the employees of the entity, the employment data comprising at least one of fixed pay data and incentive compensation data.

39.　(New)　The method of Claim 37 wherein the competitive rewards data for employees of the entity comprises human resources (HR) management system data.

40.　(New)　The method of Claim 37, where the step of completing an analysis comprises performing at least one of a group comprising evaluation of prevalence of reward practices and plan provisions, comparison of member reward values to specific comparator groups, development of market reference data, model and development of base pay structure, analyses of competitive rewards cost implications, and data mining analyses.

41.　(New)　The method of Claim 37 further comprising the step of providing a data feed between the database and at least one third party human resources management system that is not associated with the entity, thereby supporting a submission of certain mapped competitive rewards data in the form of a survey to the third party human resources management system.

42.　(New)　The method of Claim 37 wherein the step of completing an analysis of the mapped competitive rewards data comprises a competitive rewards analysis, a total compensation planning analysis or a performance-based analysis.

43.　(New)　The method of Claim 37, wherein the step of obtaining the raw competitive rewards data comprises receiving the raw competitive rewards data at the database on a periodic basis.

44.　(New)　The method of Claim 37, wherein the step of obtaining the competitive rewards data for the employees of the entity comprises:

sending a polling signal from the database to a computer system operated on behalf of the entity; and

responsive to the polling signal, transmitting the competitive rewards data for the employees of the entity from the computer system to the database.

45.　(New)　The method of Claim 37, wherein the data mapping step comprises using a data mapping table to map without manual intervention the raw competitive reward data based on benchmark global job matches.

46.　(New)　The method of Claim 37, wherein the step of analyzing the mapped competitive rewards data comprises a comparison of the competitive rewards data for the entity to a selected one of the benchmarks.